

MANAGEMENT POLICY FORCES 2026



Fédérer

Optimiser

Respecter

Capitaliser

Engager

Sécuriser

Unify

Optimise

Comply

Capitalise

Commit

Secure



ALLEN

"This policy applies within ALLEN Group. It can be complemented by regional policies aligned to local context"

A policy rooted in the Group's **CSR** commitments

The objective of the ALTEN Group's CSR policy is to **UNITE** ALTEN employees around a voluntary approach that is consistent with its activities. ALTEN is committed to protecting the environment and strives to **OPTIMIZE** the direct environmental footprint of its facilities and limit pollution. Through its dynamic Human Resources policy, the Group is committed to **RESPECTING** its employees in their individuality, developing their skills, revealing talents and inspiring vocations. Lastly, as a corporate citizen and stimulator of innovation, ALTEN wishes to **CAPITALISE** on dialogue with its stakeholders in order to anticipate and reduce any risks it may face, **ENGAGE** the company in promoting the engineering professions and **SECURE** its activities by focusing on innovation and R&D.

Through its FORCES policy, ALTEN intends to contribute to the Sustainable Development objectives as defined by the United Nations in 2015.

Simon Azoulay
Chairman and CEO

QUALITY



ENGAGING ALTEN in a quality and performance approach means **COMPLY** with the requirements of our stakeholders (customers, employees, external service providers, etc.), increasing their satisfaction, **SECURING** the company's activities through our certification procedures and risk analyses. It is also about **OPTIMIZING** the company's processes to aim for efficiency through internal audits, process reviews, management reviews and the daily involvement of everyone in sharing best practices.

This sharing of best practices enables **CAPITALISATION** in each of the company's processes and beyond, across all ALTEN Group subsidiaries.

This continuous improvement approach federates all employees, business lines and process managers towards this common performance objective.

HEALTH AND SAFETY, RADIATION PROTECTION



ALTEN **COMMIT** to a health, safety and radiation protection management approach in order to **BRING TOGETHER** all employees and external stakeholders around these strong values. Through this approach, ALTEN is committed to complying with regulatory and standard requirements (E;G CEFRI, ISO 45001) as well as customer requirements.

The goal is to **PROTECT** employees' work environment by managing issues, controlling exposure, providing appropriate training and enhanced medical monitoring when required.

Each employee contributes to this approach by reporting unsafe situations, suggesting best practices or sharing experience in order to **CAPITALISE** on them.

This enables ALTEN to **OPTIMIZE** working conditions with a view to continuous improvement.

ENVIRONMENT



ALTEN's environmental policy aims to **UNIFY** all employees and external stakeholders in an ambitious, voluntary and ongoing process. One of the targets of this policy is to **OPTIMIZE** the Group's environmental footprint and prevent pollution. Through its environmental management system, ALTEN is committed to **COMPLY** with regulatory and standards requirements (carbon footprint, ISO 14001) as well as customer requirements and to following scientific recommendations and benchmarks related to climate change (SBT, TCFD).

To ensure ongoing efforts, it can rely on its ecosystem and **CAPITALISE** on its experience in terms of environmental commitment, the scientific knowledge of third parties and that of its engineers. ALTEN is **COMMITTED** to ensuring that today's challenges do not harm tomorrow's lives. It is all about **SECURING** a healthy future for everyone, in a protected environment.

SECURITY



ALTEN **COMMIT** to an information security management approach in order to **UNIFY** all employees and external stakeholders around the strong values of IS culture and protection of interests. This approach is based on ALTEN's commitment to **COMPLY** with regulatory and standard requirements (ISO 27001) as well as customer requirements.

The objective is to **SECURE** employees' work environment, guarantee infrastructure availability and data confidentiality and integrity.

We make information security a priority in our decision-making process. Each employee contributes to this approach by reporting information and implementing transparent communication in order to **CAPITALISE** this information.

This enables ALTEN to **OPTIMIZE** risk management and continually improve the level of security of its activities.

AIR SAFETY



ALTEN has chosen to fully **COMMIT** to a proactive approach to aviation safety, aiming to **UNIFY** all employees and external stakeholders around the strong values of a safety culture as human factor awareness and the preservation of common interests. This initiative is based on ALTEN's commitment to **RESPECT** regulatory requirements, those of the competent authorities and the expectations of our customers.

The main objective is to **SECURE** the quality of our services in order to meet the challenges of aviation safety.

Each employee plays a key role in this approach, actively contributing to the feedback of information and the implementation of transparent communication, which allows us to **CAPITALISE** feedback and lessons learned. This approach enables ALTEN to **OPTIMIZE** the management of flight safety risks, thereby ensuring safe, reliable flight operations that comply with high industry standards.

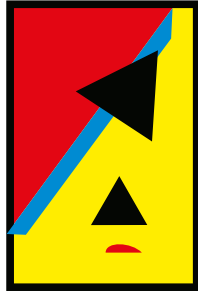
NUCLEAR SAFETY



ALTEN **COMMIT** in a process to control its activities important to nuclear safety (ITSN) in order to **BRING TOGETHER** all employees and external stakeholders around the strong values of safety culture and safeguarding interests. This approach is based on ALTEN's commitment to **RESPECT** regulatory and normative requirements (ISO 19443) as well as customer requirements.

The objective is to **PROTECT** the working environment of employees by controlling issues relating to safety, health, public health, and the protection of nature and the environment. We make nuclear safety a priority in our decision-making process. Each employee contributes to this approach by reporting information and implementing transparent communication in order to **CAPITALISE** this information.

This allows ALTEN to **OPTIMIZE** the consideration of safety risks, particularly those related to counterfeit, fraudulent or suspect items.



ALLEN

TO FIND OUT MORE +
ON OUR VISION, OUR COMMITMENTS
& OUR CSR STRATEGY

ALLEN.COM



2026